



**CITY OF KING  
CITY COUNCIL**

**MEETING DATE:**  
January 5, 2026

**PART A**

<b>Subject:</b>	<b>MLK Holiday Policy Amendment</b>	
<b>Action Requested:</b>	Approve amendment to Personnel Policy, Article 5, Section 3	
<b>Attachments:</b>	n/a	
<i>Susan O'Brien</i> <hr/> <b>Susan O'Brien, Director of Finance and Personnel</b>	<b>This abstract requires review by:</b>	
	<b>City Manager</b>	<b>City Attorney</b>

**PART B**

<b>Introduction and Background:</b>
Due to the increasing number of employees requesting to utilize the floating option for the MLK Holiday, the following amendment to the Personnel Policy is requested to make MLK a Paid Holiday Observed for all employees, removing the floating option, with city offices being closed as with all other paid holidays.
<b>Discussion and Analysis:</b>

**Current Language**

Section 3. Paid Holidays Observed

With the exception of employees who are on suspension (with or without pay) and employees who are on unpaid medical leave (including FMLA, Long-term disability or leave without pay), all full-time employees appointed to a permanently established position, and part-time employees normally scheduled to work on the day on which the holiday falls, shall receive the following days and such other days as the City may designate as holidays with pay:

- New Year's Day
- Good Friday (Easter)
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day After Thanksgiving Day

Martin Luther King Day (City offices remain open-employees have option to use holiday on designated day or at another time)

**Proposed Language**

Martin Luther King Day (~~City offices remain open-employees have option to use holiday on designated day or at another time~~)

**Budgetary Impact:**

None

**Recommendation:**

Approve amendment to Personnel Policy, Article 5, Section 3